



District School Board Ontario North East

CEO Performance Appraisal Committee

Tuesday, September 8, 2026
Schumacher Board Office and Microsoft Teams

AGENDA

Item	Topic	Presenter
1.0	Call to Order	
1.1	Territorial Acknowledgement	
We begin by acknowledging that we are situated on the territorial lands of the Cree, Ojibway and Oji-Cree people of the Mattagami First Nation, located in Treaty 9 Territory, and the Métis who have chosen to settle in this area.		
1.2	Attendance	
Motion: THAT the Committee approve the Absence of the following Trustees from the September 8, 2026, CEO Performance Appraisal Committee meeting:		
1.3	Approval of the Agenda	
Motion: THAT the agenda for the CEO Performance Appraisal Committee Meeting dated September 8, 2026, be approved.		
1.4	Declaration of Conflict of Interest	
Board members declaring a conflict must do so in writing in the log kept in the Chair's office.		
Board members declaring a conflict are to disconnect from Microsoft Teams or leave the Board room at the time of the discussion and will receive a text form the CEO / Secretary of the Board when they are welcome to join.		
2.0	Approval of the Minutes	
2.1	CEO Committee Meeting Minutes: June 9, 2026	
Motion: THAT the CEO Performance Appraisal Committee approve the minutes of the meeting held June 9, 2026		
3.0	CEO Performance Appraisal	CEO Dye
3.1	CEO Performance Appraisal Process	
3.2	CEO Performance Plan	
4.0	Other Business	
5.0	Rise	
Motion: THAT this CEO Performance Appraisal Committee now rise and report to the Board		



CEO Performance Appraisal Committee

Tuesday, June 9, 2026, at 4:30 p.m.
Microsoft Teams and Schumacher Board Office

MINUTES

TRUSTEES PRESENT

Jonathan Byer: 4:40 p.m.
Brian Peever
Cindy Pye-Reasbeck – Chair
Doug Walsh
Larry Wiwchar

OBSERVERS

Rosemary Pochopsky
Larry Wiwchar

APPROVED TRUSTEE ABSENCES

NIL

ADMINISTRATION PRESENT

Lesleigh Dye CEO / Director of Education

RECORDING SECRETARY

Melanie Demers Executive Assistant to the CEO Lesleigh Dye



1.0 CALL TO ORDER

The meeting was called to order at 4:30 p.m.

1.1 Territorial Acknowledgement

The meeting opened by respectfully acknowledging that we are situated on the territorial lands of the Cree, Ojibway and Oji-Cree people of the Mattagami First Nation, located in Treaty 9 Territory, and the Métis who have chosen to settle in this area.

1.2 Attendance

All Trustees of the Committee were in attendance.

1.3 Approval of the Agenda

WALSH / WIWCHAR

THAT the agenda for the Director Performance Appraisal Committee Meeting dated June 6, 2026, be approved.

CARRIED

1.4 Conflict of Interest

Trustees declaring a conflict of interest were asked to do so in writing, with a log kept on file by the Chair. Trustees declaring a conflict are to disconnect from Microsoft Teams at the time of the discussion and will receive a text from the CEO / Secretary of the Board when they are welcome to join.

2.0 APPROVAL OF THE MINUTES

WIWCHAR / PEEVER

THAT the Director Performance Appraisal Committee Approve the minutes of the meeting held January 13, 2026, as amended.

CARRIED

3.0 CEO PERFORMANCE APPRAISAL

3.1 CEO Update

3.2 Update CEO Performance Plan – Rescheduled to September 2026

3.3 Draft Performance Appraisal Report Review

PEEVER / WALSH

THAT the CEO/Director Performance Appraisal Committee recommends that the Board approve the draft Director/CEO Performance Appraisal at a special meeting of the Board on June 16, 2026.

CARRIED

4.0 OTHER BUSINESS

NIL

8.0 RISE AND REPORT

WIWCHAR / PEEVER

THAT the CEO/Director Performance Appraisal Committee now rise and report to the Board.

CARRIED

SECRETARY OF THE BOARD

CHAIR OF THE COMMITTEE

Ministry/**DSB1 2026-2027** Timelines: Director of Education Performance Appraisal Process

May 15 April 30/2026	Board must establish a committee of no fewer than 3 and not more than 7 board members to conduct a performance appraisal of the director of education for both full and interim evaluation cycles. Note: One member shall be elected by a majority of the committee to act as its chair.
July 31 June 15.2026	Committee chair and at least one other member of the committee to meet with the director of education to develop and finalize their performance plan in accordance with s. 9(1) and 9(3) of O. Reg. 83/24.
August 15 June 30.2026	Committee Chair to provide a copy of the director of education's performance plan to every member of the board. Chair of the Board to provide written notice to the Minister which includes the following information: • Date that the director of education began their role • Whether steps regarding bi-annual feedback in s. 8(1) of O. Reg. 83/24 are required during the current evaluation cycle • Confirmation that the director of education's performance plan has been put in place for the current evaluation cycle. Note: The Chair must post a copy of the confirmation on the board's website.
January 11	Committee chair will request feedback from every member of the board on the director of education's progress towards implementing and achieving the goals.
January 21 October 31/2026	Each member of the board to provide feedback to the chair of the committee.
January 31 January 15/2027	Committee chair and at least one other member of the committee will meet with the director of education to review progress towards implementing and achieving goals in the performance plan.
April 30 January- February /2027	Entity selected by the board to conduct the bi-annual feedback (360 assessment) will request feedback from the following individuals as listed in s. 8(2) of O. Reg. 83/24: • Each member of the board • Each student trustee of the board • Each member of every statutory, ad hoc, or other committee of the board • Each staff member of the board who reports directly to the director of education • Each parent member of the school council at each school of the board • A representative nominated by each local employee association representing employees of the board • A representative sample of community partners and stakeholders, as identified by the committee with input from the director of education • If the Minister has provided notice to the board and director of their intention to provide feedback, the Minister is to be involved in providing feedback. Note: The board shall procure an entity that has at least five years of experience conducting multi-source executive performance assessments.
May 15 March 2027	Entity selected by the board to conduct the bi-annual feedback to prepare a written report that summarizes and analyzes feedback and submit the report to the committee and the director of education.
June 10 April 2027	Director of education will update their performance plan in accordance with s. 9(4) of O. Reg. 83/24

June 20	Committee chair will provide a copy of the draft performance appraisal report, prepared in accordance with s. 10 of O. Reg. 83/24, to every member of the board.
June 30 May 30, 2027	Each member of the board required to provide any feedback on the draft performance appraisal report to the committee.
July 7	Committee chair required to provide the draft performance appraisal report to the director of education.
July 31 August 10	Committee chair and at least one member of the committee will meet the director of education to review actions implemented to achieve goals in performance plan, update the plan for next evaluation cycle, discuss the draft of the report, and provide opportunity for response.
June 15, 2027	Committee to finalize the performance appraisal report and provide the final report to the board and the director of education.
August 15 June 30, 2027	Board to provide the Minister: • Written confirmation that the performance appraisal has been conducted and adopted by board resolution • A list of community partners and stakeholders that participated in the bi-annual feedback Note: On the same day, the board to post a copy of the written confirmation and the list of community partners and stakeholders on the board website.

FULL EVALUATION CYCLE

CYCLE

- ☒ Appoint DPA Committee
- ☒ Develop Performance Plan

Notice of Performance Plan

- ☒ Date the director began their role
- ☒ Confirm if bi-annual feedback is required

- ☒ Mid-year review
- ☒ Bi-annual feedback, if required
- ☒ Draft performance appraisal report
- ☒ Review draft performance appraisal report

Final performance appraisal report

- ☒ Confirmation that the performance appraisal is complete and adopted by board resolution
- ☒ List of community partners and stakeholders who participated in bi-annual feedback

INTERIM EVALUATION

- ☒ Appoint DPA Committee
- ☒ Develop Performance Plan

Notice of Performance Plan

- ☒ Date the director began their role
- ☒ Confirm if bi-annual feedback is required

- ☒ Mid-year review
- ☒ Bi-annual feedback
- ☒ Draft performance appraisal report
- ☒ Review draft performance appraisal report

Final performance appraisal report

- ☒ Confirmation that the performance appraisal is complete and adopted by board resolution
- ☒ List of community partners and stakeholders who participated in bi-annual feedback



CEO/DPA Performance Plan, 2026-2027

Employee's Name:	Lesleigh Dye	Cycle:	Full
Position/Title:	CEO/CEdO	Initial Meeting	September 8, 2026
Review Period:	September 2026 to June 2026	Mid-Term Review Date	January 2027
Committee Members:	September 2026: Jonathan Byer, Brian Peever, Cindy Pye-Reasbeck (Chair), Doug Walsh, Larry Wiwchar November 2026:	Final Meeting Date:	June 2027

Goals (identified in Regulation 83/24)	Actions July 2025 to June 2026	Timelines and Strategies July 2025 to June 2026	Indicators of Success Results/Progress on results(January 13, 2026)/Results achieved (April 17, 2026)
(i). Advance the provincial priorities in education in the area of student achievement set out in Ontario Regulation 224/23 1. Achievement of learning outcomes in core academic skills. 2. Preparation of students for future success.	Decrease student persistent absenteeism rate, K to 12, from 42.54% to 40% or below (2021-2022 was 62.81%). For students with a learning disability, decrease PA from 54.41% to 50% or below.	September to June: Monitor PA daily and send messages to school leaders throughout the year to share with their staff September: Ensure there is an attendance team at each school and continue to monitor attendance daily October/December: Ensure research-based strategies are being used in all schools with a particular focus on Grades 7 and 8 including all cohort data	Persistent absenteeism rate will be 40% or lower



3. Student engagement and well-being.	For students who identify as Indigenous, decrease the PA from 58.28% to 55% or below.	January to June: Finalize the DSB1 Attendance Support Pyramid	
	The OSSLT mock assessment will be completed. The goal is 75% compared to 71% in 2025-2026.	September: All grade 9 and 10 students will complete a mock OSSLT assessment October to March: Teachers will use the information from the OSSLT mock assessment to inform their instruction	
	Executive Council will complete the 4 hour School Mental Health Ontario modules to support student mental health and well-being	October: EC will complete the modules. November to June: Learning from the modules will be on a monthly EC agenda with the focus on how mental health and well-being impacts all portfolios.	
(ii) Manager human, capital and fiscal resources to achieve goals in the MYSP	Work with Executive Council to review school budget allocations and carry forwards	September: Executive Council to look at a variety of ways school budgets can be allocated and determine how schools plan to use carry forwards October: Finalize school budgets for 2026-2027 to ensure they are more aligned with Core Ed funding and make allowances for smaller schools.	



		November to March: Determine the most appropriate school budget allocations for the 2027-2028 school year April: Provide rationale at a Leadership Meeting for the changes in school budget allocations	
(iii). Promote a healthy and inclusive workplace with effective systems for staff selection and oversight	Ensure redundancies are in place for all board office staff	September to November: determine which staff can cover when staff are absent December to March: ensure there is training provided for the staff who are covering	
(iv). Create and maintain respectful and collaborative relationships with students, parents, staff, school board communities, community partners and stakeholders, Ministry staff and the Minister	Implement the Student and Family Support Office	Monthly: Track the metrics from the office and bring quarterly reports to the Student Achievement and Well-Being Committee September: Launch the office November: Review the procedural flow to see if any revisions are needed March: Review the procedural flow and make a revisions for the 2027-2028 school year	



District School Board Ontario North East

(v). Demonstrate leadership that maintains or improves the reputation of and public confidence in the board	Participate as board member of Transport Enroute	Monthly: Attend TE board meetings. SO Gerosavas will attend the Operation Meetings Throughout the year: monitor the expenses and advise when mid-year changes are needed September to October: Ensure all policies are posted on the TE website Spring: conduct an appraisal for the Executive Director of TE with other TE members	
(vi). Ensure compliance with applicable laws, Ministry policies and guidelines and board mandates	Continue to strengthen trustee's involvement in their governance role	September to November: Continue to work with Sheila to update the DSB1 bylaw based on new regulations October to February: onboard new trustees with sessions hosts by the Chair and Executive Council	

Ministry Requirements Section 2

Identification of leadership competencies and practices needed to achieve the goals set out in paragraph/part 1 and actions that the director of education shall implement during the evaluation cycle to improve at least one of those competencies or practices. *N.B. The leadership competencies and practices identified here shall be described in accordance with any guideline issued by the Minister under subsection 287.6 (1) of the Act.*

Competency	Actions to further develop/improve competency



Ministry Requirements Section 4

Any additional appraisal elements determined by the committee with input from the director of education and if the additional appraisal elements include additional goals, a list of the actions that the director of education will implement during the evaluation cycle to achieve those goals.

Committee's Comments / Feedback

Committee Chair provides draft performance appraisal report to the director of education. Committee Chair and at least one other member of the committee reviews the report with the director and provides the director opportunity to respond. The committee finalizes the report, with feedback from the board and the director, as well as from the survey, and provides the final appraisal report to the board and the director. The director and the chair of the committee shall each sign the performance plan and each shall retain a copy for at least six years.

Rating and Signatures

Overall Rating Please check:

- ☐ Meets all expectations
- ☐ Meets most expectations
- ☐ Meets some expectations
- ☐ Does not meet expectations

Committee Chair's Signature

Date

Director's Signature

Date